



**STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION**

IN THE MATTER OF:	)		
	)		
MICHELE ARMSTRONG,	)		
	)		
Complainant,	)		
	)	Charge No.:	1999CF2343
and	)	EEOC No.:	21B991736
	)	ALS No.:	11209
STANDARD REGISTER COMPANY,	)		
	)		
	)		
Respondent.	)		

**RECOMMENDED ORDER AND DECISION**

On March 14, 2000, the Illinois Department of Human Rights filed a complaint on behalf of Complainant, Michele L. Armstrong. That complaint alleged that Respondent, Standard Register Company, discriminated against Complainant on the basis of a physical handicap when it discharged her.

The matter now comes on to be heard on Respondent's Motion to Dismiss. Despite being served with the motion and being given notice of the hearing on the motion, Complainant failed to respond to the motion or to appear at the hearing. The matter is ready for decision

**FINDINGS OF FACT**

The following facts were derived from the record file in this matter.

1. On or about February 7, 2000, the Illinois Department

of Human Rights issued a notice of substantial evidence in this matter.

2. On March 21, 2000, Complainant, Michele Armstrong, and Respondent, Standard Register Company, entered into a confidential settlement agreement to resolve the instant case.

3. For reasons which are not clear from the record, Complainant never took steps to dismiss the complaint.

4. Complainant was served with a copy of Respondent's Motion to Dismiss and was given due notice of the hearing on said motion. Despite that notice, Complainant did not appear at the hearing or file any written response to the motion.

#### CONCLUSION OF LAW

1. In light of the parties' settlement agreement, this matter should be dismissed in its entirety, with prejudice.

#### DISCUSSION

The Illinois Department of Human Rights (IDHR) issued a notice of substantial evidence in this matter on or about February 7, 2000. The IDHR then filed a complaint on behalf of Complainant on March 20, 2000.

During that approximate time frame, the parties were engaged in negotiations to resolve their differences. On March 21, 2000, the day after the complaint was filed, the parties entered into a confidential settlement agreement. After that agreement was filed, neither party made any attempt to advance the pending litigation.

Respondent now moves to dismiss the case on the basis of the settlement agreement. Complainant has not filed any response to the motion and did not appear at the hearing on the motion, so it appears that she has no objection to dismissal. As a result, Respondent's motion should be granted.

RECOMMENDATION

Based upon the foregoing, it appears that the parties have resolved their differences and entered into a settlement agreement. Accordingly, it is recommended that the complaint in this matter be dismissed in its entirety, with prejudice.

HUMAN RIGHTS COMMISSION

BY: \_\_\_\_\_  
MICHAEL J. EVANS  
ADMINISTRATIVE LAW JUDGE  
ADMINISTRATIVE LAW SECTION

ENTERED: July 17, 2001